



THE COMMONWEALTH OF MASSACHUSETTS
DEPARTMENT OF LABOR RELATIONS
19 STANIFORD STREET, 1ST FLOOR
BOSTON, MASSACHUSETTS 02114
Telephone: (617) 626-7158
FAX: (617) 626-5467
www.mass.gov/jlmc

CHARLES D. BAKER
GOVERNOR
KARYN E. POLITO
LIEUTENANT GOVERNOR
ERICA F. CRYSTAL
DIRECTOR

JOINT LABOR-MANAGEMENT
COMMITTEE FOR
MUNICIPAL POLICE AND FIRE
JOHN W. HANSON
CHAIR

MEETING MINUTES FOR
OCTOBER 22, 2015

Pursuant to M.G.L. c. 30A § 20(c), and the Open Meeting Law Regulations, 940 CMR 29.03 (6), the Joint Labor-Management Committee for Municipal Police and Fire hereby gives notice that the Committee will meet on:

DATE: October 22, 2015

CALL TO ORDER: 11:05 a.m. – Full Committee Meeting

LOCATION: Offices of the Joint Labor-Management Committee,
19 Staniford St., 1st Floor, Boston, MA 02114-2502

Attendees: Chairman Hanson, Police Chair Cummings, Fire Chair Colbert, Acting Management Chair Richard Tranfaglia, Hubley, Demille, Nelson, Perreira, Scanzio, McGrath, Cabral, and Crimmins.

Mediators: Bevilacqua, Murray, Gookin, Griffin, and Feldman-Boshes

- *Administrative updates:*

- Accept Amended Meeting Minutes from 10-8-15.
Motion to Accept by McGrath, 2nd by Tranfaglia and Approved
- Report from the Chair
 - The chairman reported on the progress for the Joint Labor Management Committee's budget. The \$300,000 supplemental budget that the JLMC was seeking has passed the House of Representatives. It moved on to the Senate. There may be a problem in the Senate because it does not want to approve new money to the budget, which the \$300,000 approved by the House would be considered, because revenues are running low and they want to allocate more money to the "rainy day" fund. The Supplementary Budget is currently in conference between the House and the Senate to discuss the line item for the JLMC.

The chairman also spoke to EOLWD's Undersecretary regarding the job descriptions for the Labor Representative and Management Representative. The chairman reported that the Undersecretary suggested that any changes to the job descriptions should be made now.

The chairman then stated that the conversation regarding the staff position would be continued to the end of the meeting.

- *Petitions, Jurisdiction and Awaiting Funding List (AFL) Cases:*

Case Number	City/Town	Mediator	Topic/Vote
1. JLM-15-4731	Pepperell Fire	Heather	Jurisdiction
Motion by Colbert and 2 nd by Tranfaglia to take Jurisdiction. Passed. Committee Members Assigned are Long and Morgado.			
2. JLM-15-4633	Ware Fire	Erica	Vote to 3a
Motion by Colbert and 2 nd by Tranfaglia. Passed			

- *Any other business that may legally come before the Committee:*

Framingham Fire and Town of Framingham JLM-14-3843

Mr. Jay Colbert (Charmin for the Firefighters) informed the committee that arbitration award, for the above referenced case, that was supposed to be reviewed at the Town Meeting (to take place on Tuesday, October 20, 2015) was pulled from the meeting line up by the Town Manager . Mr. Colbert was informed that the Town Manager pulled the issue stating that the Finance committee would not approve it. The representative from the finance committee stated that statement was not true. Mr. Colbert said that he believed it would not come before the Town Meeting until April 2016. Mr. Colbert asked the chairman to reach out to the Town Manager and to the management representative regarding this matter. The chairman agreed to reach out to them to see what could be done.

Discussion regarding the Report from the Chair

The chairman read aloud the job descriptions for the Senior Staff Representative and Labor and Management representative positions. The chair informed the committee that currently the positions for the Labor and Management reps are full time positions. He stated that he felt 4 part time positions would entice more candidates and reduce cost (fewer benefits). He outlined how the JLMC is a unique entity; they needed people who were experienced in negotiating contracts and working toward collective bargaining agreements.

The chair stated that the 2 full time positions were difficult because the salary was too low and it would not entice experienced individuals nor would it be able to keep others in the positions. With 4 part-time positions the committee could attract retirees (former Union and Management leaders) to the positions. Mr. Colbert asked who would they report to and the chairman stated that the representatives would report directly to him. Mr. Colbert asked that that clarification be written in to the job description.

The chairman's hope for the Labor and Management representatives is that the two representatives could step in to work with the mediators as advisors and/or engage in dispute resolution before it reaches the need for a 3a hearing.

Mr. Raymond McGrath (Committee Member) inquired as to who wrote the job descriptions, the chairman stated that the former chair, Undersecretary and the director of the Department of Labor Relations was involved in writing the job description the last time they were written out. Mr. McGrath wanted the JLMC regulations and statues to be sent to the committee members.

Once the members were able to read them over, at the next meeting discuss further the job descriptions presented today to the committee to make sure they fall within JLMC's regulations and statutes.

The JLMC Committee will next meet on November 5, 2015. The next three dates after that are November 19, 2015, December 3, 2015, and December 17, 2015.

- *Adjournment.* Meeting adjourned at 11:40 AM

Recorded by Gwenn Kelley, Collection Bargaining Election Specialist II.